

[Long Island]

# Regional Plan

July 1, 2021 – June 30, 2024

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## Regional Service Strategies

- a. Identify regional plan strategies and specifically provide detail on how regional plan strategies relate to the workforce needs of local businesses as well as the priority projects from the Regional Economic Development Council (REDC).

The three Long Island Boards, Hempstead/Long Beach; Oyster Bay-North Hempstead-Glen Cove; and Suffolk, have several regional plan strategies:

- A new regional strategy entitled "Sector-Based Business Services" is being planned for Program Year 2021 and beyond. The foundation for this strategy is a request-for-proposals (RFP) for Sector-Based Business Services recently issued by the Hempstead/Long Beach LWDB. The purpose of the RFP is to support a project that will build on the progress of past sector-based initiatives conducted by the three Boards, including the Long Island Sector Partnership, which was primarily focused on the industry sector of Health Care and Social Assistance. The project will also support the specific "Key Strategies for Economic Growth" of the Long Island Regional Economic Development Council (LIREDC), which are described in its 2021 Progress Report, entitled "Reimagining and Rebuilding the Long Island Economy." Specific strategies that will be supported include the following:
  - "IDENTIFY and support industry clusters, especially biotechnology, that possess the potential to bring together researchers, educators, investors, manufacturers and others in a collaborative effort to accelerate the commercialization of technical and scientific discovery and generate jobs at every rung of the employment ladder.
  - CREATE a cohesive education and workforce training strategy through partnerships among a range of stakeholders - business, trade groups, labor, government agencies, educational institutions, parents and students - with the goal of ensuring that workers from all of Long Island's communities are prepared to take advantage of new job opportunities in key economic growth sectors.
  - DEVELOP innovation and industry clusters in transformative locations across the region
  - REINVIGORATE Long Island's manufacturing sector through continued transformation from traditional defense and aerospace work to advanced technology products, creating skilled, high-value jobs and a network of nimble companies that can develop synergistic partnerships with companies in other regions of the state.
  - PRODUCE a new generation of sustainable, well-paying jobs in the legacy sectors of agriculture, aquaculture, fisheries and tourism by enhancing the economic value of our parks, historic places, and arts venues and organizations, by encouraging new crops such as cannabis and kelp, and expanding export opportunities, infrastructure, recreation facilities, research partnerships and workforce training.

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- REVITALIZE Long Island’s poorest places by targeting the region’s collective resources on new community-driven initiatives that can create jobs, homes and businesses and ensure that all communities are participating fully in the state’s economic revitalization.
- UNLEASH the economic potential of unemployed and underemployed military veterans with creative new ways to provide information, job training and other skills that will honor their service and aid the region by helping them succeed as employees and entrepreneurs.”

In support of these and other strategies, the Sector-based Business Services Project is intended to engage key stakeholders, including business, education, economic development, organized labor, community-based organizations, and the workforce system, to identify employer human resources and skills needs, and to align those needs with the workforce available through the design and implementation of career pathways programs. The project will, in part, utilize operating methods and tools, such as career maps, that were developed under the HempsteadWorks Pathways-to-Employment Project, which was by the NYSDOL Disability Employment Initiative (DEI) Round 8 Grant.

It is also planned that the same methods for convening stakeholders, gathering workforce intelligence, developing career pathways, and strategic planning previously applied to regional health care and social assistance organizations will be replicated among other significant industries such as manufacturing, trade, transportation and information technology, through Long Island to address the workforce needs of local businesses.

- The LIREDC’s “2020 Recovery Plan” emphasizes the importance of “retooling workforce and business/entrepreneurial development programs to get people back to work quickly, while bringing together educators and business operators to align curriculums with workplace needs so that under- and unemployed residents can qualify for well-paying jobs of the future”. Built on a core WIOA principle, a plethora of workforce development services are offered through the American Job Center system connecting job seekers to employment and business. Regional partners actively discuss initiatives around collaborative industry-specific hiring events and unite efforts for training individuals in high demand occupations.
- Aligning business services on a regional basis helps to identify employer needs and opportunities, and offers coordinated outreach, recruitment, and applicant referrals to ensure seamless access for both job seekers and employers
- Boards will develop and amend regional demand occupation and training provider lists to reflect the needs of businesses

- The local boards offer economic development and business engagement strategies and have a successful history of coordination to develop programs, apply for funds, and implement activities to address the needs of employers across the region. Past initiatives include:
  1. Regional Sector Partnership Development Project;
  2. Long Island Business and Workforce Investment Project;
  3. Project Resilient, Educated, Newly Employed Workers;
  4. Long Island Manufacturing Strategies Initiative;
  5. Opportunity for Learning;
  6. Long Island's Manufacturing Pipeline Project
  7. Long Island Regional Innovation Grant Project
  8. Connect Long Island – Regional Economic Development Strategies through a Sector or Cluster Based Approach.
  9. Mapping Career Ladders Projects
  10. Grumman Redeployment Center

b. Provide a list of executed cooperative agreements where applicable and define how local services providers, including additional providers, will carry out the regional strategies.

The following is a list of organizations with whom the local Boards have executed cooperative agreements, along with a description of how local providers, including additional partners, will carry out regional strategies:

- ACCESS-VR - Career, training, youth and rehabilitation services
- Career and Employment Options, Inc. - Career, youth, and business services
- Economic Opportunity Commission - Career and supportive services
- Local Colleges, Universities and Proprietary Schools - Education services
- Local School Districts - Youth Services
- Long Island Regional Adult Education Network - Literacy and education services
- Management and Training Corporation - Job Corps
- Nassau BOCES - Career, training and youth services
- Urban League of Westchester County - Career services
- United Way of Long Island - YouthBuild

## Sector Initiatives for In-Demand Industry Sectors or Occupations

a. Identify in-demand industry sectors and occupations.

The New York State Department of Labor (NYSDOL) Bureau of Labor Market Information in the Division of Research and Statistics (R&S) published a report in 2019 entitled “Significant Industries – A Report to the Workforce Development System.” The report indicates that the significant industries in the Long Island Region are Construction; Manufacturing; Trade, Transportation and Utilities; Professional and Business Services; and Health Care and Social Assistance. These industries are significant because they experience above-average job growth, they employ a significant number of jobs (>12,500), project job growth for 2016-2026 is above-average, and/or they pay above-average wages. Although not specifically identified as a “significant industry” in the R&S report, Information Technology continues to offer occupational growth across the industries mentioned.

In-demand occupations include:

Manufacturing/Robotics: mechanical engineers, aerospace engineering and operations technicians, electro-mechanical technicians, sales engineers, computer and information research scientists, and computer programmers

Trade, Transportation and Utilities – tractor trailer and short truck drivers; green energy - offshore wind turbine/pipeline:

- Construction occupations to erect wind turbines: construction laborers, operating engineers and other construction equipment operators, crane and tower operators, and electricians
- Project managers who oversee the construction of the wind farm from site selection to the final installation of turbines
- Wind turbine service technicians

Healthcare and Social Assistance – registered nurses (AS), licensed practical nurses, certified nurse assistants, medical assistants, and pharmacy technicians

Information Technology: cybersecurity engineers, .NET developers, system engineers, programmers, and computer systems analysts

According to the National Academy of Sciences, another high-demand industry is Biotechnology and Life Sciences. In-demand occupations in this industry include medical scientists, biochemists and biophysicists, biological technicians, lab technicians/assistants, and epidemiologists.

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b. Identify and describe sector initiatives that address the needs of the identified in-demand industry sectors or occupations.

The Long Island region's initiatives include:

- The Sector-Based Business Services Project, described under item a. above, will address the needs of the identified in-demand industry sectors or occupations. Similar methods for convening stakeholders, gathering workforce intelligence, developing career pathways, and strategic planning previously applied to regional health care and social assistance organizations through Long Island Sector Partnership will be replicated among other significant industries throughout Long Island to address the workforce needs of local businesses.

The project will also leverage relationships with business intermediaries to expand the footprint of the workforce development system in the business community. Examples of these business intermediaries include the following organizations:

- Long Island Association
  - Long Island Health Collaborative
  - Launchpad Huntington
  - Manufacturing Technology Resource Consortium at Stony Brook University
  - Long Island Software and Technology Network
  - Alliance for Defense Diversification in Peacetime Transition (ADDAPT)
  - Ignite Long Island
  - Long Island Development Corporation
  - Long Island Federation of Labor
  - Career Employment Options
  - Hauppauge Industrial Association
  - We Connect the Dots
  - SpringBoard Incubators
  - Long Island Hospitality Association
  - Local Chambers of Commerce
  - Long Island Advancement of Small Business
- Intensifying use of regional career pathways to better align post-secondary training/credentials with employer-certified work readiness skills, standards, and competencies to prepare and place job seekers in gainful employment.
  - Developing regional sector strategies to help the region connect the skills required by employers with the region's educational offerings and bridge the gap between job seekers and employers. Boards must ensure that sector strategies are driven by employers, as employer "buy-in" will lead to long term sustainability and advancement of sector strategies and career pathways in the region.
  - Conducting regional business engagement activities, such as summits, forums, and roundtables for the targeted sectors with the objective of working towards standardizing common programs and services.

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- Leveraging data, information, and strategies in order to systematically assess the value and use of existing regional resources and techniques to better serve employers, intermediaries, jobs seekers and others, in such areas as regional recruitment efforts in high demand industries.
- Continuing to reach out to the lead sectors throughout the region, work with intermediaries as listed in this section, and share labor market information in order to continually serve employers as seamlessly and effectively as possible.
- Promoting sector strategies and employer engagement as a regional activity through “career awareness” events.
- Expanding sector-based employer engagement via apprenticeship programs.
- Continuing the established “best practice” of jointly reviewing local High Priority Occupations (HPO) lists across the region to make sure that crucial occupations in key industry sectors are identified and supported without regard to local boundaries.
- Regionally promoting and supporting projects that develop a talent pipeline in high priority occupations.
- Creating a regional strategy to review and create consistent incumbent worker policies in vital industry sectors to better serve the region’s employers by upskilling their workforce.
- Identifying priority industries by evaluating growth models, local industry concentrations, and forecasted labor needs in family-sustaining occupations, and then expedite partnerships within these sectors. The Oyster Bay-North Hempstead-Glen Cove Workforce Board is developing focus committees to pull together employers, training providers, regional partner agencies, government entities, and key community and industry stakeholders to develop industry-led solutions to address the unique needs of the region’s high-growth industries. Solutions include occupational and literacy training for entry-level workers, career pathways for incumbent workers, industry-specific recruitment approaches, staff development, industry awareness campaigns, and other customized deliverables.



## Regional Labor Market Analysis

- a. Include an analysis of regional economic conditions incorporating the existing emerging demand sectors and occupations, the employment needs of businesses in those sectors and occupations, as well as noting if the information used in the analysis was provided by the New York State Department of Labor's (NYSDOL) Research and Statistics (R&S) Division (if not, provide what source was used for complete analysis).

Based on recent Economic Forecasts issued by the New York State Department of Labor, the Long Island Regional Economic Development Council, and supported by a recent report by the U.S. Department of Labor's Bureau of Labor Statistics, the following industry sectors are expected to flourish in a post-pandemic economy:

- **Information Technology** – The LIREDC has formed “strong academic partnerships” to foster commercialization of discovery and develop workforce opportunities in emerging technologies. According to the 2019 Coldwell Banker Richard Ellis (CBRE) Group's annual Scoring Tech Talent Report, Long Island is one of the top 30 U.S. and Canadian markets for their ability to attract and grow tech talent. Additionally, tech degree completions have increased. Data is at the heart of many transformative tech innovations including predictive analytics, artificial intelligence, and machine learning. We believe the best way to prepare individuals for a post-coronavirus-world is to acquire technology skills. Professionals with these skills will be even more appealing to prospective employers than ever before. The COVID-19 pandemic is fast tracking a digital conversion in companies as they are trying to become more resilient to any future outbreaks and disruptions where in-person business would be impossible or less efficient.
- **Manufacturing/Robotics** - the Covid-19 pandemic has affected economic activity globally. Although in the works for years, forecasters feel confident that there will be an acceleration in automation and view robotics as the driving technology, underpinning a whole new generation of autonomous devices and cognitive objects that, through their learning capabilities, interact seamlessly with the world around them, and, hence, provide the missing link between the digital and physical worlds. Robotics is already the key driver of competitiveness and flexibility in the manufacturing industry.
- **Biotechnology/Life Sciences**. - according to the LIREDC's 2019 Progress Report, Long Island's Biotech/Life Sciences cluster remains a key industry and is recognized as a global leader in the field of dynamic innovation. The “research corridor” continues to be a toolbox that creates solutions for many of our world problems, including making medicines and vaccines to fight diseases. It is anticipated that with the planned development of Brookhaven National Lab's \$2 billion Electron-Ion Collider, job opportunities will exist for years to come.
- **Healthcare and Social Assistance** – based on the New York State Department of Labor's 2019 “Significant Industries” publication and the LIREDCs 2019 Progress Report, the health care and social assistance sector is critical to Long Island's economy. Although the ambulatory health care services were severely hampered by the pandemic, health care remains the region's steadiest performer and accounts for nearly one out of every

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five jobs in the region. The aging of Long Island's population has major implications for this sector, both as an employer of an older workforce and as a provider of services. The largest industry in the sector, ambulatory health care services, is expected to grow through 2026. Lower costs, patient preference and improved outcomes have driven growth in outpatient care, particularly for in-home health services. While employment at hospitals is projected to grow at a slower pace compared to ambulatory health care services, hospitals rank among the largest employers in the region. The region's largest hospitals have also been ramping up their cancer-related services and building new centers to accommodate more patients. The aging of Long Island's population has increased the demand for nursing care and assisted living facilities. Employment at nursing and residential care facilities (NAICS Industry 623) is projected to grow, and the opioid epidemic has also driven demand for residential substance abuse facilities.

- **Trade, Transportation, Utilities**

- **Transportation/Shipping and Delivery** - companies such as Amazon, FedEx and UPS will continue to hire workers for delivery in order to keep up with the increased demand of people ordering food and supplies online. Grocery stores such as Shop and Stop offer grocery delivery through their Pea-Pod service and many other grocery stores in the area are recognizing this need. Pharmaceutical chains such as Rite Aid, CVS Health, Rite-Aid, and Walgreens are also offering delivery services.
- **Utilities/Green Energy** -- Offshore Wind Pipeline – as demand for renewable energy increases and the wind energy industry on Long Island continues to grow, there will be many opportunities for workers in search of new careers. According to the LIREDC's 2019 Progress Report and their updated State of the Region 2020 Recovery Plan, employment needs of wind farms include construction workers to erect the wind turbines; project managers to oversee the construction of the wind farm from site selection to the final installation of the turbines; and wind turbine service technicians. To support the effort, Governor Cuomo announced that the state is investing \$20 million in a new Offshore Wind Training Institute at SUNY Stony Brook and Farmingdale State College that will begin certifying and training individuals. The Governor stated that "We will train 2,500 workers beginning in the summer of 2021. But we won't only be training for wind and solar projects. The evolution to green energy will involve replacing home heating and cooling systems in approximately 130,000 buildings with heat pumps and geothermal heating. We will train workers for those positions also."

According to the February 2021 U.S. Department of Labor, Bureau of Labor Statistics (BLS) Monthly Labor Review of the effects of COVID-19, the impacts of increased telework, weaker business travel, increased online shopping, expanded contactless ordering, greater demand for IT support systems, and more intensive medical research are expected to disproportionately affect some occupations and industry clusters. The BLS projects the following Industries to decline or have modest growth:

- **Leisure and Hospitality** – online and mobile phone booking systems are expected to reduce the number of available jobs for reservation agents, while automated

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self-check-in stands and mobile phone room keys are expected to dampen demand for hotel, motel, and resort desk clerks. A sharp reduction in business travel, weaker demand for tourism, and stronger consumer preference for reduced human interaction will also negatively affect employment opportunities. In the food services and drinking place industries, waiter and waitresses, hosts and hostesses, bartenders, and cooks at institutions and cafeterias will experience a large decline. Many restaurants will seek ways to restrict contact between employees and customers, including the use of contactless ordering. Potential long-term trends of increased delivery, takeout, and curbside pickup services, coupled with adapted restaurant floor plans to limit capacity, prevent congestion, and help consumers feel safe while dining out, are expected to constrain employment of restaurant staff. Increased telework will likely reduce the number or size of office cafeterias, decreasing demand for cooks at institutions and cafeterias. Altered social behaviors are expected reduce demand for and attendance at concerts, sporting events, amusement parks, and other entertainment and leisure offerings.

- **Construction** – is considered a “mixed-bag” as the rise in telework is expected to shrink demand for new office space, resulting in a decline in nonresidential building construction. Conversely, employment growth in residential building construction is projected to be greater with the evolution of *telework* inspiring individuals to migrate out of New York City to Long Island where housing is more affordable.
- **Professional and Business Services** - measured growth is expected in this industry cluster. According to a BLS analysis, working from home is generally feasible in management, professional, and administrative support jobs, including those in the information, financial activities, professional and business services, and public administration industries, where contact with people is not required. Having said that, with the increased adoption of automation and productivity-enhancing technology in clerical and administrative work, there is an expected acceleration in the use of online appointment booking systems and automated check-in kiosks. A potential strengthening of this trend underlies the projected decline in demand for receptionists and information clerks. This greater drop partly results from an expected decline in demand for receptionists in healthcare—a decline due to an assumed rise in the use of telehealth. Nevertheless, for those not affected by these trends, employment prospects will be contingent on technical knowledge of Spreadsheet software, Office Suite software, Word Processing software, and Database software.

\*The BLS is estimating potential long-term structural shifts in the U.S. labor market that are caused by changes in consumer and firm behavior as a result of the pandemic. Given the pandemic’s unprecedented impact on public health and social behavior, and in light of the continued health crisis, the objective of the BLS’s effort is to identify industries and occupations whose employment trajectories are subject to higher levels of uncertainty.

As a consequence of this economic report, the regional Boards will conduct on-going analysis of sectors to remain vigilant regarding projections for increases in employment opportunities and for declines. Boards will monitor the skills gap, needs of employers, and

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specific needs of target populations in the following sectors: Construction; Manufacturing; Trade, Transportation & Utilities; Professional & Business Services; Healthcare and Social Assistance; Leisure & Hospitality; and Biotechnology/Life Sciences.

b. Describe the knowledge, skills and abilities needed to meet the employment needs of businesses in those sectors and occupations.

It is anticipated that a significant portion of individuals who seek employment through the American Job Center system will participate in some level of skills enhancement in order to prepare for jobs that offer a self-sufficient wage. Workforce Innovation and Opportunity Act (WIOA) funds will support virtual and online skills training through such WIOA Title I programs as Individual Training Accounts, Customized Group Training, Incumbent Worker Training, Apprenticeship Training, and On-the-Job-Training. WIOA Title II Adult Education and Literacy programs will be coordinated for those individuals who would benefit from such services in order to accelerate achievement. Dependent on the educational requirements of the occupational area, training options will include both certificate and degree programs. Industry-recognized credential attainment will be financially supported by the Local Workforce Boards.

Educational Backgrounds - prerequisites such as a high school diploma, college credits and/or degrees will be identified per industry.

Experience - hands-on knowledge will be evaluated for emerging and demand sectors.

Emerging Demand Sectors – Knowledge and Skills:

#### Information Technology

- Coding, Web Development, and Digital Marketing
- Database Design and Development
- Cloud Computing
- Business & Data Analytics
- Artificial Intelligence
- Cybersecurity
- Project Management
- Geographic Information Systems
- Interaction Design
- Bioprocessing
- Bioinformatics
- Research & Development
- Quality Assurance
- Understanding Legal and Regulatory Issues

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Manufacturing/Robotics - individuals must be skilled in automated manufacturing process, as well as the role of robots and of their supported equipment. Personnel must be able to perform the following functions related to robot-controlled programs:

- Development
- Programming
- Testing
- Debugging
- Repairing and Upgrading

Biotechnology/Life Sciences – combines pure biological sciences with processing, engineering, and technological skills.

- Upstream and Downstream Processing
- Gene Therapy
- Cell Therapy
- Product Characterization
- Analytical Development
- Biotechnologist
- Bioprocessing
- Bioinformatics
- Research & Development
- Quality Assurance
- Understanding Legal and Regulatory Issues

Health and Social Assistance - Certificates/Degrees/Licenses in the various medical services occupations

#### Trade, Transportation, Utilities

- Transportation – Shipping and Receiving: commercial driver license
- Utilities/Green Energy – Offshore Wind Turbine/Pipeline: positions in the three (3) major phases of a wind power project: manufacturing, project development, and operations and maintenance.

In addition, NYSDOL's Employment in New York State March 2021 Newsletter states that "one of the biggest (positive) surprises of 2020 was how quickly employers (and workers) embraced 'work from home' (WFH) arrangements during the [COVID-19] pandemic." This shift shows that, depending on the industry, as telecommuting varies widely by occupation and industry, employers also need to hire individuals that have the computer skills needed to work remotely."

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c. Provide an analysis of the regional workforce.

According to the November 2020 issue of NYSDOL's "Employment in New York State" newsletter, "Long Island is a hotbed for innovation with world-class research centers and competitive universities." While many of the jobs created by these facilities require a highly skilled workforce, the Boards will serve jobseekers at all levels. To this end, we will utilize labor market information to identify individuals who need to enter, progress through and complete career pathways.

The 2019 LIREDC Progress Report states "...having equity and inclusion inform the strategic plan will empower more of our neighbors to contribute to the economy – help fill jobs that now are going begging – and thus strengthen families, neighborhoods and the entire economy."

With this priority of "equity and inclusion" in mind, the Boards will work to increase the participation of underserved individuals in the career pathways that lead to highly skilled occupations and support our innovation economy. Our analysis of labor market information will also be informed by changes to the way business is done, such as through increased virtual activities, due to the COVID-19 Pandemic.

The Boards will continue to gather workforce intelligence, particularly as it relates to the workforce skills needs of employers and the availability of worker skills. This information will be used by the Boards to inform their education and training investments in cooperation with their education partners. They will utilize this enhanced capacity to bridge the gap that exists between the education demands of employers within our "innovation economy" and the skills, experience, training and education attainment levels of our workforce.

According to the New York State Census Bureau, the educational attainment levels in Nassau and Suffolk Counties in 2019 are as follows:

**Nassau**

- Residents ages 18 to 24
  - High School Graduates: 24.8%
  - Bachelor's Degree or Higher: 24.7%
- Residents ages 25 and over
  - High School Graduates: 91.9%
  - Bachelor's Degree or Higher: 47.2%

**Suffolk**

- Residents ages 18 to 24
  - Bachelor's Degree or Higher: 19.0%
- Residents ages 25 and over
  - High School Graduates: 90.6%
  - Bachelor's Degree or Higher: 36.3%

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## Regional Spending Plan

- a. Include a regional spending plan that includes administrative cost arrangements between LWBDs and the pooling of funds where applicable.

The Long Island Boards maintain a line item in their budgets that includes administrative cost arrangements between LWDBs for joint activities, including the convening of the annual meeting of the three Long Island Local Boards and the publication of the Long Island Regional Plan for public comment.

## Supportive Services

- a. Describe how supportive services will be coordinated throughout the region.

The specific supportive services policies for each local area are found in the individual Local WIOA Plans. Currently, the boards have not approved a Regional Supportive Services Policy. Nevertheless, in an effort to better synchronize services, the three workforce boards will explore development of regional standards. The local areas may also decide on a case-by-case basis, that a regional approach for the provision of transportation or other supportive services is needed in order to connect customers to training and/or employment opportunities within the region.

The local workforce boards are steadfast in their commitment to leverage services where possible and employ innovative strategies to meet the needs of individuals with barriers through the training and job search stages of participation.

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## Economic Development

- a. Describe how economic development and workforce investment activities will be coordinated in the region and specifically provide detail how continued coordination can further relationships between the region and its respective REDC.

The Long Island LWDBs will continue to be active members of the LIREDC Workforce and Education Workgroup. The Boards also share regional economic development representatives among their membership, including the Empire State Development Long Island Regional Office. County and local economic development and industrial development agencies also interact with the Local Boards on a regular basis. Through the meetings convened and relationships maintained with the aforementioned economic development partners, the Local Boards will coordinate workforce development services with economic development activities. The Boards will ensure that the availability and skills development of the workforce are aligned with economic expansion and contractions, advancement of technology, construction, infrastructure and cultural changes in the business community. The Boards also work in coordination with the LIREDC to support the Opportunity Agenda. In addition, local workforce and economic development staff have collaborated with training institutions such as BOCES and local college/universities to brainstorm and design appropriate programs that meet pipeline career needs for targeted sectors, most recently in the manufacturing, healthcare and social assistance industries. Also, the local boards have supported workforce development grant applications from local and regional partnerships through letters of support, ensuring a strong referral network and maintaining open communication.

## Performance Accountability Measure Negotiation and Reporting Agreement

- a. Include an agreement concerning the Performance Accountability Measure Negotiation and Reporting. Performance Accountability Measure Negotiation and Reporting may be negotiated by LWDBs individually, involving strategies and methods collaborated on at the regional level. If this is the case for the region, include a statement that reflects that the measures were negotiated individually and any collaborative efforts devised and agreed to by the region.

This section is not applicable because the three Long Island LWDBs negotiate performance measures with NYSDOL on an individual basis.

## Public Comment

- a. Describe the process used by the region to provide a period of no more than 30 days for public comment and input into development of the plan by representatives of business, labor organizations, and education prior to submission.

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The process used by the Long Island Region to provide a period of no more than 30 days for public comments and input into development of the plan by representatives of business, labor organizations, and education prior to submission includes publication of a summary of the Regional Plan in Long Island Business News and on the Long Island LWDB web sites.

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